

Council Bill 17-2016
Introduced: March 7, 2016
LA: Jeff Meyers
Auditor: Steve Peters

Legislative Intent: This Bill would clarify the appropriate pay rate when an employee's position is reclassified.

ANALYSIS

Specifics:

The County Code now provides for setting a new pay rate when an employee's position is reclassified by stating that "the position incumbent shall be paid at the rate of pay in the new grade that is closest to, but not less than, the employee's current rate of pay."

Policy Implications:

The Bill would split the rule to cover both upward and downward reclassifications.

Reclassification to a higher grade.

The Bill provides that an employee whose job is reclassified to a higher grade is to be paid at the closest base hourly rate of the step in the new grade that most closely corresponds to, but is not less than, the former base hourly rate, plus two steps.

The Bill would also allow the Personnel Officer to approve a still higher rate of pay for an employee reclassified to a higher grade.

Reclassification to a lower grade.

An employee whose position is reclassified to a lower grade (for non-disciplinary reasons) will be paid at the rate in the new grade that is closest to, but not less than, the rate in the former grade.

Fiscal Impact:

This will affect about 12 – 15 employees annually. For 12 employees in calendar year 2015, the cost would have been approximately \$52,000.

Issues/Questions:

The Bill allows the Personnel Officer to set a higher rate than the new statute would provide, but the Bill does not contain any standards or guidelines for when the Personnel Officer may do so or what the higher rate may be.

Special Notes: